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ABSTRACT

This book is designed to familiarize trainers with the implications of culture on the learning and development process and provide them with practical techniques for taking different cultural values into account when planning and delivering training. The book consists of 18 chapters organized into 4 parts as follows: culture and training (risks of ignoring cultural issues, what culture is, and the trainer's role in multicultural education); learners from different cultural groups (organizational culture and national differences); culture and the learning event (advertising literature, application forms, joining instructions, briefings/briefing notes, precourse work, precourse questionnaires, icebreakers, training sessions, and rules and rule breaking); and the way forward (the cultural dimension, transfer of learning, and final preparations for delivering multicultural training). Twelve tables/diagrams, 16 activities for trainers, and 5 activities for learners are included. Appended is a checklist for trainers to use in assessing their ability to manage the implications of culture for the learning and development process. An annotated bibliography lists 10 references/resources. (MN)

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